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Maine Job Training System, 1992-1993

Erin K. MacPhee
BE&TP

Maine Bureau of Employment and Training Programs

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Job Training System Annual Report

1992

1993

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Year-round youth participant, Chuck Smith, is enhancing his technical skills and developing new skills through On-the-Job Training at an industrial truck company in Rumford.



Cheryl Gray is receiving Nontraditional Occupations Training through the 12 County Service Delivery Area's Mountain Valley Training Office in Lewiston.



A student enrolled in a Nontraditional Occupations training course, Holly Wing has found increased confidence as a result of her technical training. She has found her male coworkers supportive in the workplace.



A recent high school graduate, Jennifer Cunningham (left) is receiving Work Experience with the Unemployment Compensation office with her supervisor, Sandy Vye. Jennifer plans to continue her education in Graphic Arts.

About this Report

Job Training in Maine is funded with both Federal and State dollars. The Federal Job Training Partnership Act together with three major State-funded programs comprise a comprehensive job training system designed to prepare adults and youth for the rapidly changing Maine labor market.

Many agencies come together to form the Maine Job Training System, too many to account for adequately in an annual report. Community resources, private industry, educational institutions, and job training professionals all across Maine provide the job training vital to the state's economic future.

In Program Year 1992 there were over \$21 million available for all Maine's job training programs enabling almost 11,000 youth and adults to receive services. A comprehensive program of this magnitude requires management and oversight of dollars and participant numbers on a scale that often obscures the human element. While statistical data is an important analytical tool and this type of information is included here, this report also illustrates the way job training has changed the lives of individuals.

Acknowledgments

As a summer employee hired through the Margaret Chase Smith Center internship program, I worked for the Maine Department of Labor's office in charge of planning and administration for the state's three Service Delivery Areas and their 22 job training offices scattered throughout the state. My job was to produce this annual report. I wish to acknowledge Frank E. Southard, Planner for the Bureau of Employment and Training Programs for his technical, thematic, and editing direction. Most of all, I would like to express my appreciation to the many Maine Job Training System professionals and participants for their time and effort during interviews and for their open expression of their experiences. Through my interviews and observations of job training participants, I developed a deep appreciation of their commitment to self-improvement and financial independence.

Erin K. MacPhee

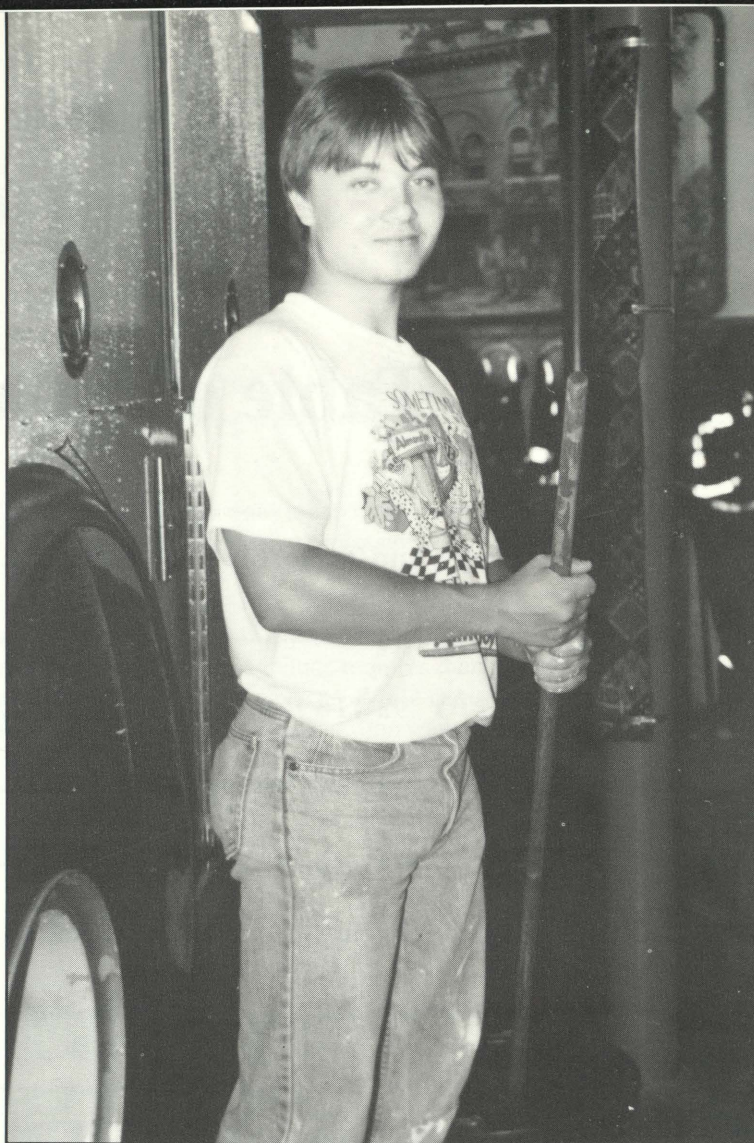
This publication was developed and designed using Aldus PageMaker version 4.0 on an Apple Macintosh IIsx. Word processing was done using Microsoft Word version 4.0; bar charts and pie graphs were designed on Cricket Graph version 1.2; the organizational chart was designed using Org Plus. Display fonts include Helvetica and Times. All grayscale output was to an Apple LaserWriter Plus.

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Lisa Ingraham and Maggie Cleveland are staff of the the 12 County SDA's Somerset County Job Training Office in Skowhegan.



Jason Curtis, a Somerset County Summer Youth participant is working at the Skowhegan Fire Department in preparation for a career as a paramedic.

Seen here at the Lewiston Fire Department, a Summer Youth Program worksite, are Deputy Chief Jim Morin, Job Coach Mary Sylvain, SYETP participant Jennifer Berry, Job Coach Sandra Dee Fulgham, and SYETP participant Elizabeth Hicks.



Training for Today's and Tomorrow's Economy

The Maine economy is changing rapidly. The swiftness and permanence of this change has disrupted the lives of many Maine workers. Unlike previous cycles of recession, unemployed workers must now face the likelihood that the jobs they once held are not coming back. Armed with skills, but unmarketable ones, and suddenly unemployed in a culture that values hard work, financial hardship is often compounded by loss of identity and fear of the future.

Last year 101 major layoffs occurred in Maine, most of which were in manufacturing. Job losses in the manufacturing sector have yet to bottom out. As quickly as these goods-producing jobs are disappearing, however, new jobs in the service sector are appearing, creating a "skills gap," a conflict between the skills demanded by the labor market and those possessed by the unemployed workforce.

In cooperation with the Maine Technical College System, the University of Maine System, private industries, and community organizations, the Maine Job Training System (JTS) is responding to this breach, retraining large numbers of unemployed and dislocated workers for the paraprofessional and technical jobs of the present and future.

An additional challenge to the JTS is the increasing need for higher academic, computer literacy, and communications skills to access even the entry-level jobs of the new economy. There is decreasing opportunity for the poorly educated but work adjusted individual who was once able to earn a living wage in the goods producing sector. "Employability" takes on enhanced meaning and often entails a longer commitment to training. Accordingly, individuals with the greatest barriers to employment, those traditionally served by the JTS, will require ever more comprehensive training in preparation for the workplace of the future.

The Maine JTS has been successful in addressing the challenge of the new economy. The influx of dislocated workers into our system has changed the way we do business, forcing us to grow to meet the needs of a more universal population and a rapidly changing labor market.

Although resources are limited compared to the scale of the task, the capacity is in place for the JTS to be an integral player in the new economy. The system has matured, yet is not stagnant. Continual new developments in program design enable the JTS to position itself for the future.

Major Maine and National Economic Indicators

PERCENT CHANGE	Maine		U.S.	
	1991	1992	1991	1992
Economic Growth Index	-2.9%	1.8%	-1.4%	1.4%
Real Gross Domestic Product	-	-	-1.2%	2.1%
Civilian Labor Force	1.9%	2.3%	0.4%	1.3%
Resident Employment	-2.5%	2.8%	-0.9%	0.6%
Unemployment Rate (actuals)	7.5%	7.1%	6.7%	7.4%
Wage & Salary Employment (payrolls)	-4.0%	-0.3%	-1.3%	0.1%
Consumer Retail Sales	-1.2%	7.3%	0.9%	5.1%

VALUE CHANGE		
Civilian Labor Force	+19,000	+15,000
Resident Employment	+13,000	+17,000
Persons Unemployed	+8,000	-2,000
Wage & Salary Employment (payrolls)	-6,600	-1,400

Statewide Initiatives

During Program Year 1992, the Bureau of Employment and Training Programs, the State-level policy unit, targeted its and the SDAs' energies toward implementing the following initiatives:

- Development of work competencies essential to success in today's job market for participants in Maine's Job Training System;
- Encouragement of the employment of both sexes in Nontraditional Occupations;
- Continuous intervention to accommodate dislocated workers through the rapid response efforts of the Rapid Employment and Training Initiative (RETI) Team; and
- Implementation of a preventative approach to worker dislocation through the creation and funding of a Business Visitation Program (BVP).

Essential Work Competencies

Structural changes in the economy and the workplace have moved Maine's job training system in the direction of developing and requiring essential work competencies and training in identified vital skills. The objective of the Work Competencies Project is to bridge the gap between the skills that exist among Maine's job training participants and the high-tech skills that are demanded by employers. A workgroup is currently investigating a methodology for assessing work competencies and developing a theoretical

framework for how the Job Training System can address deficiencies in skills. Skills critical to the changing workplace have been drafted by Dr. Audni Miller-Beach, the project's consultant. These skills are critical, conceptual, and analytical thinking skills, learning to learn, the ability to work in an interdependent yet autonomous work organization, interpersonal skills, flexibility, self-confidence, and achievement orientation.

Mary Lou Dyer, Executive Director of the Bureau of Employment and Training Programs addresses the Essential Work Competencies Resource Panel.



Coordination with Women Unlimited in Auburn and Mountain Valley Training enabled a nontraditional occupations worksite to be created for Summer Youth Program participants. These young women are constructing a baseball field dugout in South Paris. They admit that the work is physically demanding, but express pride in their progress.



Nontraditional Occupations Training

The Maine Job Training System seeks to increase participation in nontraditional occupations through JTS intervention. Recognizing that the long-term economic security of women is served by increasing nontraditional employment opportunities, the JTS has undertaken to promote occupational gender equity through a number of measures.

An NTO task force has been created to address the persistent barriers to female participation in traditionally male occupied jobs. The BETP seeks to ensure that local offices have access to NTO resources for staff, applicant, and participant use.

An ambitious goal of 10% female placements into NTOs has been established for PY '93, as has the capacity to accurately measure the gender equity of JTS training opportunities and placements. The BETP has taken steps to provide women with a wider range of training opportunities by strengthening links with Maine's Technical Colleges, Women Unlimited, Inc., the Displaced Homemaker Project, and local job training offices.

Rapid Employment and Training Initiative

Last year 101 major layoffs occurred in Maine and economists predict that layoffs in manufacturing industries have not yet bottomed out. As the State of Maine faces continual lay-offs due to increased competitive pressures, the RETI

Team is prepared to connect early with employers and employees to ease the transition from full-time employment to unemployment to reemployment.

The aim of the RETI Team is to increase the awareness of services and likelihood that the newly dislocated worker will encounter employment promptly. Because the range of available services to the unemployed can be complex, the RETI Team consists of representatives from many government and private agencies. Most frequently represented are the Maine Job Service, Unemployment Compensation, the JTS, Bureau of Consumer Credit Protection, and the Division of Economic Analysis and Research. The agenda is aimed at inspiring new beginnings by making the dislocated worker aware of new choices and the paths to pursue them.

Business Visitation Program

First implemented in PY '92 as a single locale pilot project, the Business Visitation Program seeks to assist local businesses with problem identification and resolution before layoffs occur. Funded by the BETP and operated by Employment Security and the Department of Economic and Community Development, the BVP is a proactive approach to worker dislocation, linking local businesses to a variety of financial, technological, business planning, and job training resources. Well received by the business community and Chambers of Commerce, the BVP will be expanded to additional communities in PY '93.

Valerie Pelletier, a client of the York County Jobs Training office in Biddeford, is a dislocated worker being trained at Southern Maine Technical College's Medical Assistant program.



Characteristics of PY '92 JTS Participants

Unduplicated Count *

	Count	% of Total Participants
TOTAL PARTICIPANTS	9,404	100%
Women	5,010	52%
Youth (aged 14 - 15)	649	13%
Youth (aged 16 - 21)	3,227	37%
Older Workers (aged 55+)	385	4%
Unemployed at Time of Application	5,240	48%
Eligible UI Claimants	3,280	30%
UI Exhaustees	393	4%
Welfare Recipients (AFDC, SSI, and Other)	3,358	65%
Food Stamp Recipients	3,233	36%
Economically Disadvantaged	7,344	80%
High School Dropouts	936	9%
Teen Age Parents	210	3%
Displaced Homemakers	364	3%
Persons with Disabilities	1,868	21%

TOTAL TERMINATIONS FROM THE JTS	6,288	100%
Total Entering Unsubsidized Employment	2,518	37%
Youth Entering Unsubsidized Employment	427	7%
Adults Entering Unsubsidized Employment	2,030	30%
Adult Entered Employment Rate	69%	----
Average Wage at Placement	\$6.78	----
Average Adult Wage at Placement	\$7.02	----

ACTIVITY INFORMATION

Enrolled in Adult Basic Education	1,151	10%
Enrolled in Maine Technical Colleges	1,260	11%
Enrolled in University of Maine System	669	6%
Enrolled in Other Post Secondary Schools	872	8%

* Includes Program Year 1992 participants in JTPA Titles II-A and III, the MTI, STAR, and HOT Programs, and JTPA Title II-B participants in the summer of 1993.

Characteristics of PY '92 JTS Participants by Program

	Title II-A	Title II-B	Title III	MTI	STAR
TOTAL PARTICIPANTS	3,574	2,525	2,716	811	1,163
Female	2,275	1,159	1,295	519	626
Youth (aged 14 - 15)	32	614	0	5	0
Youth (aged 16 - 21)	1,215	1,911	73	68	33
Older Workers (aged 55+)	266	0	191	40	57
Unemployed at Time of Application	2,203	370	2,290	553	859
Eligible UI Claimants	744	13	2,029	312	911
UI Exhaustees	225	4	200	68	14
Welfare (AFDC, SSI, and Other)	1,802	1,258	278	297	123
Food Stamps	1,736	1,201	274	282	121
Economically Disadvantaged	3,488	2,518	1,297	638	501
High School Dropouts	502	197	245	69	60
Teen Age Parents	112	95	2	4	0
Displaced Homemakers	321	11	33	83	18
Persons with Disabilities	712	857	238	140	136
TOTAL TERMINATIONS	1,892	2,525	1,539	449	555
Total Entering Employment	1,200	61	984	315	419
Adults Entering Employment	819	0	958	289	402
Adult Entered Employment Rate	70%	0%	64%	71%	75%
Average Adult Wage at Placement	\$6.47	\$0.00	\$7.37	\$6.68	\$7.05

Program for the Economically Disadvantaged

The JTPA Title II-A program is the cornerstone of job training programs charged with providing economically disadvantaged youth and adults with the employability skills needed for labor market entry and success. Historically rooted in the social welfare programs of the past, the Title II-A program now addresses the more pragmatic need of the nineties: the development of a labor force sufficient in skill and numbers to meet the economic challenge of a global marketplace. Research tells us that success in this endeavour will require full labor market participation by those formerly denied access due to poor or limited education, skills, disability, and work histories.

Counselors work with participants to develop individual strategies to eliminate employment barriers and provide the training necessary for skilled employment. Program activities include educational remediation, enrollment in GED or High School diploma programs, work experience, on-the-job training, occupational skills training, and supportive services for such necessities as child care, transportation, and clothing while the client is in training.



been adopted in the areas of Pre-Employment/Work Maturity, Basic Skills, and Occupational Skills. The goal is to provide youth with portable credentials to inform potential employers of key competencies they have developed while participating in the Job Training System.

The JTPA Title II-A program is the primary point of entry into the system for economically disadvantaged individuals. Participants represent a wide spectrum of targeted groups, including youth, school dropouts, welfare recipients, persons with disabilities, displaced homemakers, and others who experience the greatest barriers to entering employment.

Youth Program Design

For youth, entering employment is not always the best outcome. Services aimed at assisting school dropouts in returning to school, getting a GED, or pursuing post-secondary education may provide the most benefit to the individual in the long run. Whether or not youth leave the program with a job, they leave with better functional, academic, and/or vocational skills than they had when they entered the program.

To ensure that clients meet recognizable standards of achievement, uniform youth competency standards have

Celine Turcotte is a single mother receiving training with JTPA Title II-A funds. She found that through commitment, short-term sacrifice and hard work, job training

provided tremendous rewards. Prior to her training, she was unable to make ends meet adequately in the cycle of low-paying jobs and welfare. Celine decided to change her life by joining a pilot program in Nontraditional Occupations training organized by Mountain Valley Training.

She is currently continuing her education in a drafting program at Central Maine Technical College and is a full-time employee at RF Technologies in Lewiston where she puts her drafting expertise to work. She is enjoying her independence and comments that "I was discouraged in the beginning, but with hard work, I have changed my life."

Title II-A (78%) Program Statewide Outcomes

	Planned	Actual	Δ %
Total Enrollments	3,444	3,574	4%
Terminations	1,659	1,892	14%
Entered Employment	1,179	1,200	2%
Females	2,043	1,136	-44%
Persons with Disabilities	598	379	-37%
School Dropouts	452	279	-38%
AFDC Recipients	891	505	-43%
AFDC/JOBS Participants	596	330	-45%
Adult Wage at Placement	\$6.09	\$6.47	6%

	Available	Spent **	Δ %
Budget Information *	\$8,234,488	\$7,925,736	-4%

* Includes 78% and 6% setaside funds
** Includes carry-in from PY '91

Summer Youth Program

The Summer Youth Employment and Training Program is designed to enhance academic and workplace literacy skills, provide exposure to the world of work, and encourage school completion. The program is for economically disadvantaged youth from age 14 up to age 22. Though work experience remained the core element of most PY '92 programs, increased emphasis was placed on the provision of "academic enrichment" activities, including math and reading remediation, critical thinking skills development, and instruction in work maturity, life coping, and citizenship skills. Additionally, participants were provided with an orientation to non-traditional occupations, labor market information, and information on post-secondary opportunities.

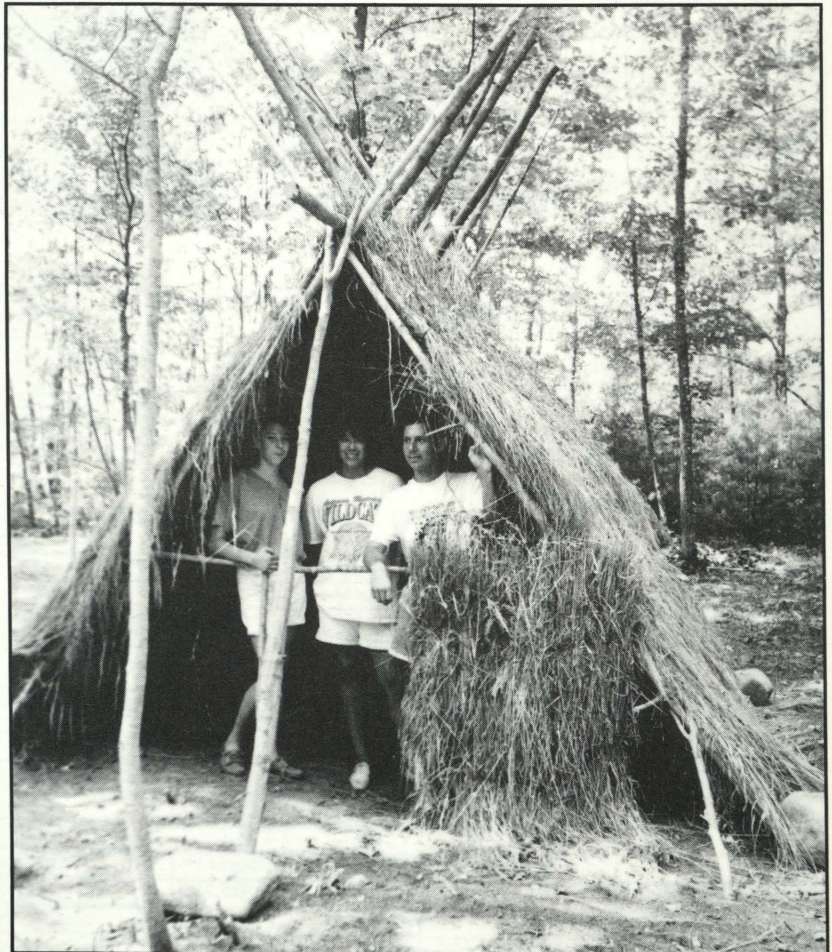
Many local JTS programs worked closely with educational agencies to identify youth most in need of remedial and enrichment activities and most likely to benefit from participation in such activities. Diagnostic testing information was shared and many youth were awarded academic credit for their enrichment activities. In many instances, schools themselves were the providers of remedial and enrichment programs.

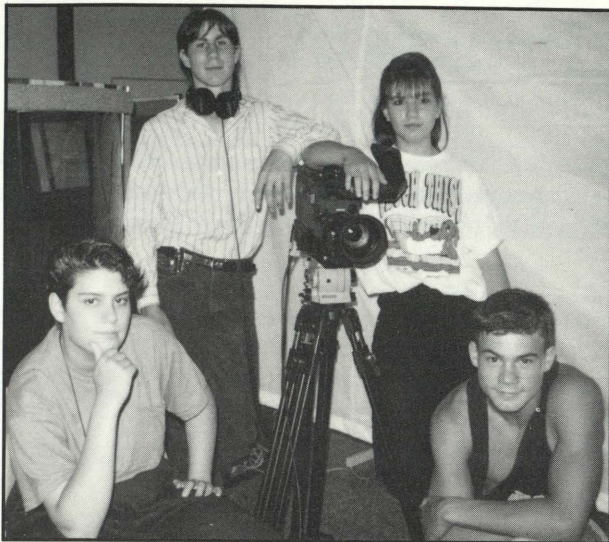
A pilot project delivered by Mountain Valley Training in Lewiston is an example of the effectiveness of coordination between the JTS and high schools. At-risk students, lacking sufficient credit toward their high school diplomas were referred to the JTS youth coordinators by area schools for academic enrichment. The schools provided course descriptions and criteria to guide summer instruction, and awarded academic

credit upon completion of 54 hours of tutoring by a certified teacher. Individual course needs were met with one-on-one instruction. The project will continue in future summer programs.

Another experimental pilot project was delivered by the Cumberland County SDA to a subgroup of 54 "high risk" SYETP participants. This group received academic instruction and participated in a variety of group activities in addition to work experience. A professional team of teachers versed in math, literature, job readiness, team building, and self-development created a learning environment aimed at tapping the potential of every learner. The project was designed around a multi-level system integrating the strengths of experiential learning, group dynamics, humanistic education, and learning theory. Some of the projects assigned to students were an in-depth interview with the Mayor of Portland, a scavenger hunt of city agencies, mailing questionnaires to agencies, preparing job applications, devising a philosophy of community and citizenship by actually designing a model community, and reviewing and discussing daily newspaper features.

The use of the workplace as a core tool for academic learning was demonstrated by a special project on Indian Island. Thirty youth of Native American descent worked with the Penobscot Nation to construct an authentic Penobscot tribal village. Working on the project, students learned Native American customs, traditions, and history, particularly those of Maine's native peoples. Tribal elders were consulted and the materials utilized for construction were the same as those used centuries ago. The village will serve as a training site for the Indian Island school and for use by the Indian Island Museum. Photographed here are Summer Youth participants with their supervisor, John Mitchell, in the process of constructing a wigwam.





These are summer youth program participants on the Video Production Team at Media Works in Bucksport. They are producing a video to be entitled "Summer of Experience," which is coverage of the Penobscot Consortium SDA's summer youth participants and their worksites.



The Audio Production Team at Media Works produced the audio component for Theater Works production of "Little Shop of Horrors."



The Print Team at Media Works produces a summer youth newsletter that describes SYETP current events and plans. The newsletter is distributed to parents, participants, schools, and community organizations.

Title II-B SYETP Program Statewide Outcomes

	Planned	Actual	Δ%
Total Enrollments	2,227	2,521	13%
Work Experience	2,000	2,271	14%
Employment Competency Training	1,323	1,382	4%
Basic/Remedial Education	824	1,006	22%
Try Out Employment	230	257	12%

	Appropriated	Spent	Δ%
Budget Information	\$4,159,623	3,908,723	-6%

Dislocated Workers Program

The Economic Dislocation and Worker Adjustment Assistance (EDWAA) Program is a national program created to retrain and return displaced workers to the labor force. Funds are available for readjustment services, training costs, and for the costs of relocating to a new job after training, if necessary. In PY '92, the amount available to Maine for this program was slightly more than two and a half million dollars.

The current recession has cut across all economic and occupational lines. There is no "typical" dislocated worker. He or she may be a factory worker, an employee in the defense industry, a self-employed farmer, or, increasingly, a white collar professional laid off or out of work. For many, this is their first encounter with unemployment and the first time seeking assistance from a government agency. The Maine JTS has already seen yesterday's OJT employer return to the system as an EDWAA client.

Some of the more highly skilled participants require only "readjustment" services to transfer their skills to a new job; others need to update their skills to return to a similar job. Still others possess skills no longer in demand by the present labor market and require training for new careers.

The most commonly provided JTS services are vocational evaluation, skill training in job search, general education, occupational training, computer literacy, and OJT. Utilizing the most recent labor market information available, EDWAA participants are being retrained for those occupations expected to grow into the 21st century.



Pat Bergeron, Valerie Pelletier, Bernie Berube, and Steve Gendron (From right to left) are dislocated workers from York County. Pat and Valerie were employees in a defense-related industry for four years when the plant suffered major lay offs. Bernie was a warehouse manager at a video and audio plant and Steve was a mill operator at another defense related company when both were laid off from their jobs.

Realizing that the health care field offered employment potential, these four individuals sought training to become Medical Assistants through Southern Maine Technical College and York County Jobs Training Office.

The condensed and well-rounded curriculum has many options for those who complete the program. Pat, Valerie, Bernie, and Steve have developed a sense of camaraderie with classmates who are also dislocated workers and, most importantly, have confidence that their training will lead to economic security.

Title III EDWAA Program Statewide Outcomes

Formula Funds			
	Planned	Actual	Δ%
Enrollments	1,282	1,351	5%
Terminations	689	647	-6%
Entered Employment	557	493	-11%
Wage at Placement	\$6.76	\$7.01	4%

	Available	Spent **	Δ%
Budget Information *	\$2,542,780	\$2,389,657	-6%

Additional Financial Assistance Grant #1 (Granted in April 1991)

	Planned	Actual	Δ%
Enrollments	815	865	6%
Terminations	641	865	35%
Entered Employment	482	517	7%
Wage at Placement	\$6.45	\$7.04	9%

	Appropriated	Spent	Δ%
Budget Information	\$1,263,100	\$1,262,863	0%

Special Grant for Project at Bath Iron Works (Granted in November 1991)

	Planned	Actual	Δ%
Enrollments	203	214	5%
Terminations	180	149	-17%
Entered Employment	153	89	-41%
Wage at Placement	\$7.35	\$10.16	38%

	Appropriated	Spent	Δ%
Budget Information	\$412,183	\$411,672	-1%

Additional Financial Assistance Grant #2 (Granted in March 1992)

	Planned	Actual	Δ%
Enrollments	473	458	-3%
Terminations	227	283	25%
Entered Employment	188	237	26%
Wage at Placement	\$6.30	\$7.88	25%

	Appropriated	Spent	Δ%
Budget Information	\$975,891	\$894,456	-8%

Additional Financial Assistance Grant #3 (Granted in January 1993)

	Planned	Actual	Δ%
Enrollments	217	262	21%
Terminations	20	29	45%
Entered Employment	18	25	39%
Wage at Placement	\$6.67	\$8.44	27%

	Appropriated	Spent	Δ%
Budget Information	\$500,000	\$119,622	-76%

* Includes Governor's Reserve, Rapid Response, and allocated funds

** Includes carry-in from PY '91



Korina Laplante received Nontraditional Occupations Training through a collaborative effort between Mountain Valley Training and Structured Opportunities for AFDC Recipients (SOAR). She is shown here at her OJT site in Lewiston where she works in the Production Control Department at RF Technologies.

Maine's Rapid Employment and Training Initiative Team seeks to serve the urgent needs of newly dislocated workers through early intervention. The RETI Team effectively coordinates services for dislocated workers such as the Maine Job Service, Job Training System, Unemployment Compensation, Labor Market Information, Consumer Credit Protection as well as community, federal, and State resources. By tapping these resources, the client may have an advantage over one who takes on the task of finding a new job alone.

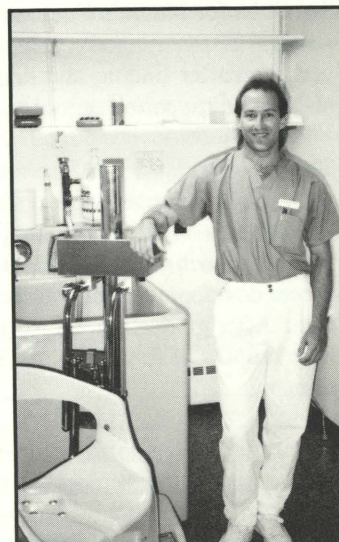


Health Occupations Training

The health services industry leads all other industries in the number of new jobs expected between now and the year 2000 with the creation of 19,700 new jobs. To address the needs of this industry, the Maine Legislature enacted the Health Occupations Training project, as a means to increase the supply of trained health care workers.

The HOT project consists of three parts. Part I mandates the SDAs to use JTPA and State job training funds for training in entry-level health occupations such as Certified Nurse's Aides, Home Health Aides, and Licensed Practical Nurses. Part II is for training in the allied health occupations for occupations such as radiology technologists, phlebotomists, and respiratory therapists who work in a hospital setting. Funds are awarded based on proposals submitted by a consortium consisting of an SDA, a health care facility, and a Technical College. Part III creates a mechanism which allows hospitals to pay back the government-backed student loans of Registered Nurses. Part III is administered by the Department of Human Services.

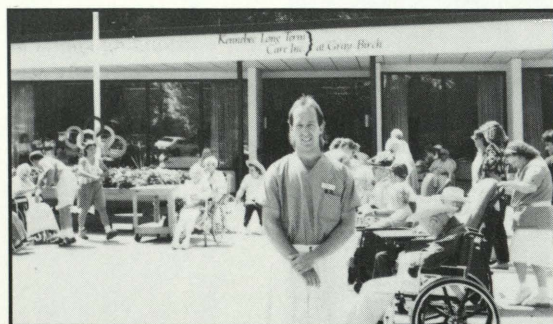
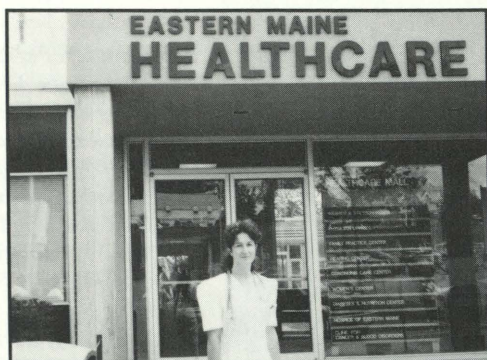
Generally, entry-level training under Part I is provided to participants enrolled in the JTPA II-A program. The vocational training portion of the training is classroom training at secondary vocational schools, adult education programs, post-secondary schools, and health care facilities. The cost per participant for vocational training and support services is about \$700. The average length of training is four months.



At the beginning of PY '92, clients who were placed into employment as a result of Part I of the HOT project, were contacted by mail to determine their interest in participating in further training to upgrade their occupational level.

Not only have large numbers of students received training in the health occupations helping to alleviate the shortage, but the HOT project has provided State funding that led to a major expansion in the availability and diversity of health occupations training.

HOT Project Statewide Outcomes



Health Occupation	Number Trained or in Training	Number Who Entered Employment
RN	55	7
LPN	33	11
Medication Aide	3	1
CNA	422	295
Home Health Care Attendant	0	2
Personal Attendant	2	6
Unlicensed Practical Nurse	6	4
Medical and Clinical Technician	42	6
Pharmacist Assistant	3	0
Pharmacy Helper	1	2
Manual Arts Therapist	0	0
Dental Hygienist	3	0
Dental Assistant	26	2
Chiropractor Assistant	0	0
Psychiatric Aide	3	2
Clerical	123	24
Dietetic	8	5
Housekeeping	1	2
TOTAL	731	369

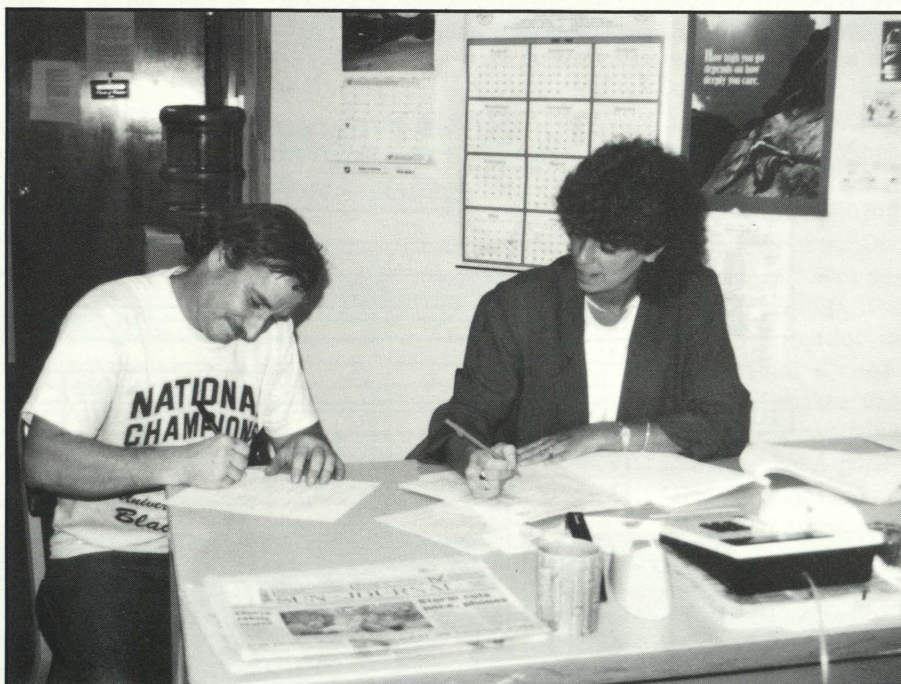
Budget Information	Available	Spent
	\$249,405	\$194,975

Maine Training Initiative

For many disadvantaged individuals, access to the best jobs in the labor market is unattainable for lack of vocational and educational skills to successfully compete for jobs that are requiring increasing levels of technological and personal skills. Programs designed to help people make the transition to a new generation of jobs must have the capability to provide a comprehensive array of services and training. The Maine Training Initiative is a state-funded program developed to increase the availability of job training to Maine citizens by providing funds for employment and training assistance for the JTPA-eligible population and for those over JTPA eligibility guidelines.

This innovative program allows JTS deliverers the flexibility and authority to utilize funds for maximum benefit without the constraints of "allowable" activities found in other job training legislation. MTI monies have been used to provide adult Try Out Employment in the private sector, and to enroll additional high risk youth in school-based programs designed to encourage high school completion.

Judy Fulton, a former MVT participant, herself, works with a client at Mountain Valley Training's local office in Rumford.



Wherever possible, MTI funds are used in conjunction with funds under the JTPA Title II-A and Title III programs, as well as other financial aid programs such as Pell Grants and funds under the Trade Adjustment Assistance program.

The MTI program provides the economically disadvantaged, the working poor, displaced homemakers and dislocated workers with the opportunity to make a major advance in their employment potential with funds which are not otherwise available. Funds are targeted toward training in new and emerging occupations which will provide the opportunity to earn a wage above that which is needed merely to survive.

MTI Program Statewide Outcomes

	Planned	Actual	Δ%
Total Enrollments	622	811	30%
Terminations	386	449	16%
Entered Employment	264	315	19%
Wage at Placement	\$6.37	\$6.66	5%

	Appropriated	Spent *	Δ%
Budget Information	\$637,072	\$635,839	0%

* Includes carry-in from PY '91

Strategic Training for Accelerated Reemployment

The Strategic Training for Accelerated Reemployment (STAR) Program is a State-funded program designed to return unemployed workers to the labor force by provision of occupational, on-the-job, or basic educational skills training. STAR participants are provided with an employment plan based on an assessment of their skills and experience, occupational preference, and the availability of training and employment in the Maine labor market.

A maximum of two years of training is allowable, at a cost of \$3,000 per STAR enrollee. The Job Training system pro-

vides 100% of the cost for one year of training, and 50% of the cost for training that requires more than one year for completion. Frequently, STAR participants are able to access traditional post-secondary (Pell) grants or student loans for their share of two-year costs.

Traditional JTS support services, such as child care and mileage reimbursement, are available to help enrollees complete training. Additionally, many STAR participants are eligible for an extension of their unemployment benefits while in training.

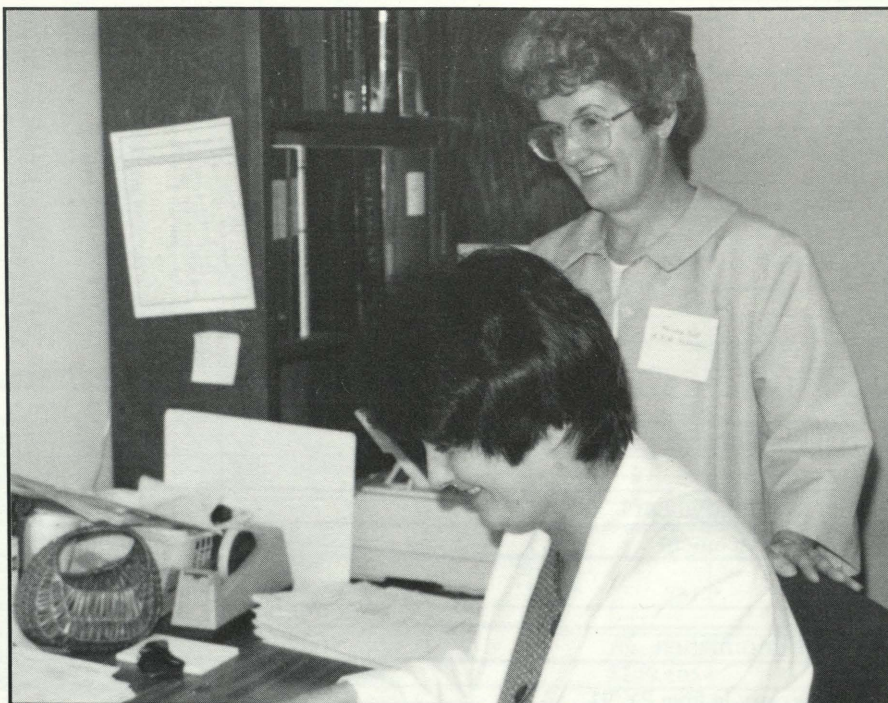
STAR Program Statewide Outcomes

	Planned	Actual	Δ%
Total Enrollments	925	1,163	26%
Terminations	516	555	8%
Entered Employment	397	419	6%
Wage at Placement	\$6.43	\$7.01	9%

	Available	Spent	Δ%
Budget Information	\$1,316,496	\$1,314,956	0%

Glenna Violet and Shirley Goff (Top) are both dislocated workers. Glenna worked in a defense-related manufacturing company that shut-down completely. She received clerical/computer training from Mountain Valley Training in Rumford and then studied Medical Terminology and computers at a local adult education center. Glenna combined her education with Work Experience in the Medical Records Department and was offered a full-time position in May 1993 at Rumford Community Hospital.

Shirley was employed at a cable company when she found herself among the ranks of dislocated workers. She sought training opportunities at MVT. Like Glenna, she is also receiving computer literacy training and studying Medical Terminology. She works as a volunteer in the Rumford Community Hospital Accounting Office.



State of Maine's Economy and Outlook

The economy is slowly recovering; however, labor markets continue to suffer recessionary conditions as corporate restructuring and downsizing hamstring both the Maine and the national economic recovery. In 1992, 42 business firms reported to the State Dislocated Worker Unit that they were laying off a total of 4,400 workers. In the first half of 1993, 32 more firms reported 3,000 layoffs. Defense cutbacks have cost the state 8,000 jobs since 1989 and that number is expected to increase. Maine's traditional manufacturing sector continues to suffer. Since 1988, 28,100 goods-producing jobs have been lost.

Despite the slow recovery from 1991 to 1992, aggregate numbers indicate that the economy in Maine is improving. The Maine Economic Growth Index increased 2% com-

pared to 1.3% for the nation. And while national unemployment figures increased from 6.7% in 1991 to 7.4% in 1992, unemployment in Maine dropped from 7.5% to 7.1% during that same period. This drop may be somewhat related to the increase in the number of workers that describe themselves as "self-employed." Dubbed the "Jobless Recovery," the status of economic growth is a result of the combination of lingering recessionary conditions and a major restructuring taking place in the workplace.

Perhaps because stories of personal hardship make interesting copy, there has been greater press given to layoffs, plant closures, unemployment, lost earnings and the general downside of the Maine economy than there has to the opportunities available to job seekers. Nonetheless, there are industries and

jobs which are growing in terms of annual openings. The Maine Occupational Information Coordinating Committee of the Department of Labor periodically identifies the growth potential in hundreds of occupations and makes this information available to the public. A popular publication used by job seekers to make informed decisions about training and employment search, is the "Top 40 Career Hits in Maine." Occupations are rank ordered by statewide average annual openings by combining projected growth and replacement needs. The chart at the left shows the number of participants who were trained in the top forty growth occupations during PY '92. Some may have completed training; others may still be taking training.

Number of JTS Participants Who Took Training in Occupations Projected to Have the Largest Number of Openings

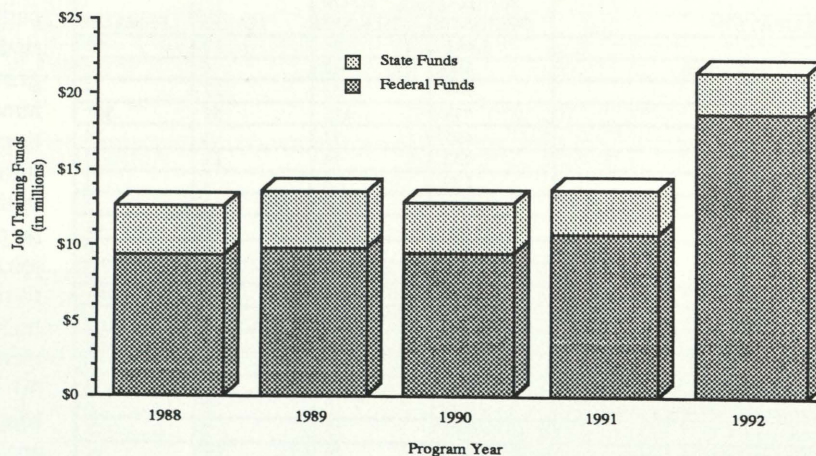
RANK	OCCUPATION	ANNUAL OPENINGS	TOTAL TRAINED	MALES	FEMALES
1	Salespersons, Retail	1,442	25	10	15
2	General Managers and Top Executives	990	12	6	6
3	Janitors and Cleaners (Except Maids)	948	33	27	6
4	Nursing Aides and Orderlies	716	425	58	367
5	Cashiers	605	11	1	10
6	Stock Clerks, Sales Floor	532	14	11	3
7	Maids and Housekeeping Cleaners	529	2	1	1
8	Registered Nurses	522	6	1	5
9	Bookkeeping & Accounting Clerks	522	53	10	43
10	General Secretaries	512	0	0	0
11	Carpenters	501	21	19	2
12	General Office Clerks	472	215	22	193
13	Farmers	383	0	0	0
14	Heavy Truck Drivers	376	146	134	12
15	Gardeners and Groundskeepers	371	0	0	0
16	Waiters and Waitresses	357	2	1	1
17	Sales Representative (Except Scientific and Retail)	330	2	2	0
18	Food Preparation Workers	313	22	7	15
19	All other Managers & Administrators	307	29	15	14
20	Elementary Teachers	298	32	13	19
21	Child Care Workers	295	37	0	37
22	Guards and Watch Guards	294	0	0	0
23	Food Service & Lodging Managers	292	13	4	9
24	All Other Helpers, Laborers, Movers	271	18	17	1
25	Maintenance Repairers, General Utility	269	21	20	1
26	First Line Supervisors, Sales	258	37	16	21
27	Accountants and Auditors	251	8	3	5
28	Licensed Practical Nurses	235	33	1	32
29	First Line Supervisors, Clerical	229	3	3	0
30	Hairdressers and Cosmetologists	222	61	1	60
31	Physicians and Surgeons	219	2	2	0
32	Restaurant Cooks	212	27	16	11
33	Painters and Paperhangers	199	25	21	4
34	Cleaners and Servants, Private House	194	0	0	0
35	Receptionists, Information Clerks	190	48	2	46
36	Light Truck Drivers	175	24	20	4
37	Lawyers	175	6	3	3
38	Secondary School Teachers	172	20	11	9
39	Nonvocational Education Instructors	171	8	5	3
40	Plumbers, Pipefitters, Steamfitters	169	14	13	1
	TOTALS	15,518	1,455	496	959

Funds Allotted to the Maine Job Training System

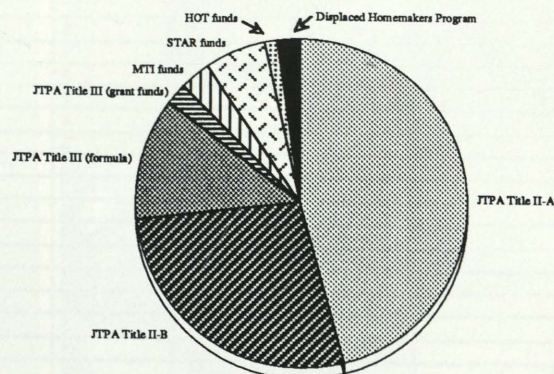
	PY '88	PY '89	PY '90	PY '91	PY '92
Federal Funds					
JTPA Title II-A	\$6,241,482	\$5,968,897	\$5,389,500	\$6,055,031	\$9,808,914
JTPA Title II-B *	\$2,628,037	\$2,304,506	\$2,143,858	\$2,344,612	\$5,892,116
JTPA Title III (formula funds)	\$452,320	\$593,095	\$730,419	\$1,023,996	\$2,542,780
JTPA Title III (grant funds)	\$0	\$969,667	\$1,263,100	\$1,388,074	\$500,000
Total Federal Funds	\$9,321,839	\$9,836,165	\$9,526,877	\$10,811,713	\$18,743,810
State Funds					
MTI	\$950,000	\$1,004,237	\$878,189	\$828,783	\$637,072
STAR	\$1,900,000	\$1,916,673	\$1,675,497	\$1,349,590	\$1,316,496
HOT	\$100,000	\$312,617	\$249,294	\$237,653	\$249,405
Displaced Homemakers	\$364,989	\$538,713	\$519,883	\$461,728	\$489,418
Total State Funds	\$3,314,989	\$3,772,240	\$3,322,863	\$2,877,754	\$2,692,391
Federal & State Funds	\$12,636,828	\$13,608,405	\$12,849,740	\$13,689,467	\$21,436,201

* Title II-B funds are shown in the Program Year in which they were allotted. Title II-B funds for the 1993 program illustrated in this report were \$4,159,623.

Annual Change in Job Training Funds



PY '92 Program Fund Contribution to the JTS



The 12 County SDA

Poverty data from the 1990 Census for those of working age indicate a total of 41,538 persons within the SDA would meet the economic eligibility requirements for JTPA Title II programs. From this universe of potentially eligible individuals, 5,500 were both unemployed and at or below the poverty level.

Further, mass layoff statistics for the SDA show that 9,600 individuals were separated from their jobs between July 1, 1991 and June 30, 1992, most of whom are estimated to be separated permanently. A safe assumption is that 25% to 30% meet the eligibility guidelines for dislocated worker programs.

Total job losses in Maine were nearly 20,700 in the period of September 1990 to September 1991. Forty-five percent of those job losses occurred in the service sector of the economy. Previously, that sector has been the fastest growing during the boom times and the most stable during recessionary periods.

Poverty Status in the 12 County SDA Ages 18 to 64

County	Total Population	Number Below Poverty Level	% of Age Group Below Poverty	Poverty Rate All Persons
ANDROSCOGGIN	105,259	5,343	8.6%	11.4%
AROOSTOOK	86,936	5,869	11.8%	14.5%
FRANKLIN	29,008	1,816	10.7%	12.5%
KENNEBEC	115,904	5,775	8.4%	10.2%
KNOX	36,310	2,060	10.0%	11.9%
LINCOLN	30,357	1,535	8.7%	9.6%
OXFORD	52,602	3,125	10.2%	12.5%
SAGadahoc	33,535	1,270	6.2%	7.2%
SOMERSET	49,767	3,421	11.6%	14.5%
WALDO	33,018	2,653	13.6%	16.0%
WASHINGTON	35,308	3,245	16.3%	19.3%
YORK	164,587	5,426	5.4%	6.8%
Totals	772,591	41,538	8.9%	10.9%

In the past three years, the tripling of the number of unemployed, the dramatic increase in the number of dislocated workers and the number of unemployed individuals living below poverty level has necessitated an expansion of the capacity of the SDA to serve more individuals in both categories. Expansion has been tempered, however, with continued emphases on quality of service and targeting of services to the most in need since available financial resources permit enrollment of only a small percentage of eligible individuals.



Scott Boulette, a client of the Skowhegan office of the 12 County SDA, works as a Maintenance Assistant at the Skowhegan Water Pollution Control Plant.

12 County SDA JTPA Title II-A Performance Outcomes

	Standard	Actual	% Change
Adult Follow-Up Employment Rate	65.23%	73.00%	11.9%
Adult Follow-Up Weekly Earnings	\$222.16	\$239.56	7.8%
Follow-Up Welfare Employment Rate	54.81%	70.60%	28.8%
Follow-Up Welfare Weekly Earnings	\$200.22	\$232.80	16.3%
Youth Entered Employment Rate	51.33%	54.40%	6.0%
Youth Employability Enhancement Rate	32.73%	43.60%	33.2%

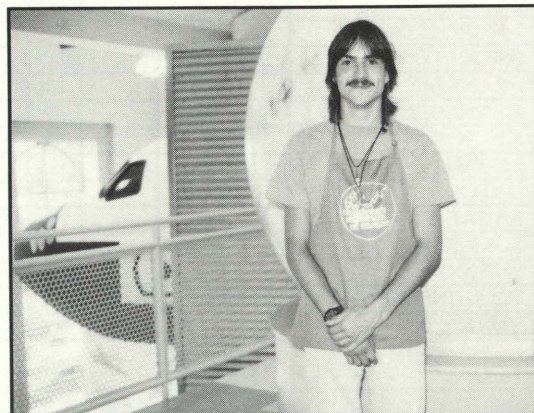
The Cumberland County SDA

A major youth program initiative was planned and began operating in PY '92 at the Training Resource Center in Portland. "Project 4-Ward" is a youth year-round program designed to promote "Learning, Working, Serving, and Leading" among "at risk" youths. The team consists of Program Director, Jack Skillman and teacher-advisor and job-site coordinators Kari Wagner, Joli Greene, Johannah Burdin and Anthony Jaccarino. Currently, there are two units to Project 4-Ward: one working with clients at the Maine Youth Center in South Portland and another working with students in the Portland School system. Both units promote long-term career goals.

The first phase of the program is assessment, classroom training and life planning. The second phase combines classroom activities with subsidized work experience where clients put their existing skills and interests to work and develop new skills. Phase three consists of detailed planning of an independent lifestyle, seeking unsubsidized employment, inquiring about apartments, creating a realistic budget, and writing out résumés and job cards.

The program encourages a "proactive" attitude among its participants. Students learn that by becoming proactive they can create an immediate circle of influence. Once they gain control of their own lives and the circle enlarges, the potential is unlimited.

Bruce Doughty, 18, is currently a senior at Deering High School. Bruce has gained tremendous experience and job skills through Project 4-Ward workshops and his Work Experience training at the Children's Museum of Maine. According to Bruce, "The program has given me a sense direction, hands on experience, and great ideas as to what I should be doing right now to improve my job opportunities in the future." He has especially enjoyed working with visiting children on the computers; the computer field is an area he is interested in exploring as a career.



Photographed is Alice Dyer's mathematics class at the Training Resource Center in Portland. According to Alice, who has a Ph.D. in Adult Education, her students have made "quantum leaps" in such little time that "students often jump five grade levels with only 12 hours of work."

Dr. Dyer's approach to teaching is widely recognized at TRC. She identifies individual needs in order to promote progressive learning and ensures an environment where there are no wrong answers. She emphasizes "partners in learning" teamwork between students and the teacher. Ideas of the teacher and student are merged together to promote a healthy learning environment.



Cumberland County SDA JTPA Title II-A Performance Outcomes

	Standard	Actual	% Change
Adult Follow-Up Employment Rate	66.95%	51.00%	-23.8%
Adult Follow-Up Weekly Earnings	\$229.45	\$241.82	5.4%
Follow-Up Welfare Employment Rate	58.86%	52.90%	-10.1%
Follow-Up Welfare Weekly Earnings	\$222.68	\$239.78	7.7%
Youth Entered Employment Rate	55.34%	58.60%	5.9%
Youth Employability Enhancement Rate	28.24%	28.10%	-0.5%

The Penobscot Consortium SDA

The Penobscot Consortium Service Delivery Area (SDA) consists of Hancock, Penobscot, and Piscataquis counties. Despite the wide geographic area covered by these counties, the economic structure of the region is generally natural-resource based or seasonal.

Piscataquis and Northern Penobscot counties are heavily dependent on forest resources for use in the manufacturing of lumber and wood products or paper. Central and Western Penobscot County is largely agricultural, with manufacturing generally limited to leather and leather products and textiles. The Hancock County economy is heavily dependent on agriculture, fisheries, and tourist-related industries. Only the Bangor-Brewer area, the commercial, retail, finance and government center of most of central and eastern Maine, is somewhat insulated from the dependence on natural resources and seasonal fluctuations in employment levels which occur elsewhere.

Economic conditions within the Penobscot Consortium SDA have deteriorated substantially over the past two years. High unemployment and major lay offs have resulted in a doubling of the number of workers exhausting unemployment insur-

ance benefits, and an increase in the number of applicants for job training services. Predicted future trends for the mainstay industries show little promise of growth.

The Penobscot Consortium has met the challenge of a changing labor market by targeting four occupational areas in the service sector projected to grow over the next decade. These include health services, business services, social services, and eating, drinking, and lodging services. Although vocational preparation requirements vary, training for most of these occupations is available through Adult Education or Post-Secondary institutions. For participants who possess the requisite aptitudes, interests, and potential, health occupations represent the best opportunities currently available.

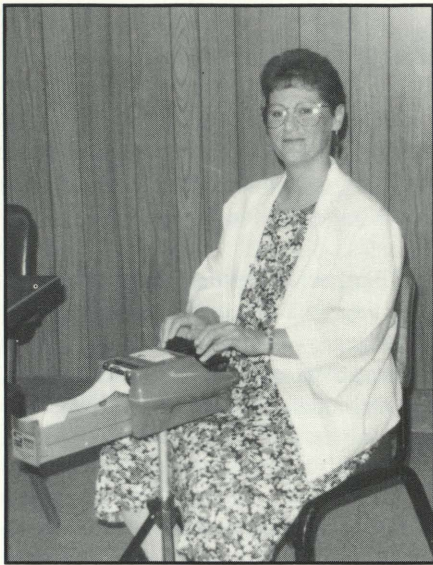
While it is generally recognized that the majority of new jobs created in the next decade will be in non-manufacturing, the manufacturing sector remains a cornerstone of the region's economy. Toward this end, the Penobscot Consortium gives priority to providing training resources to businesses considering relocation to the area, or expanding manufacturing jobs in industries which have benefitted from technological advances and innovation and which can provide highly skilled, well-paying stable jobs.



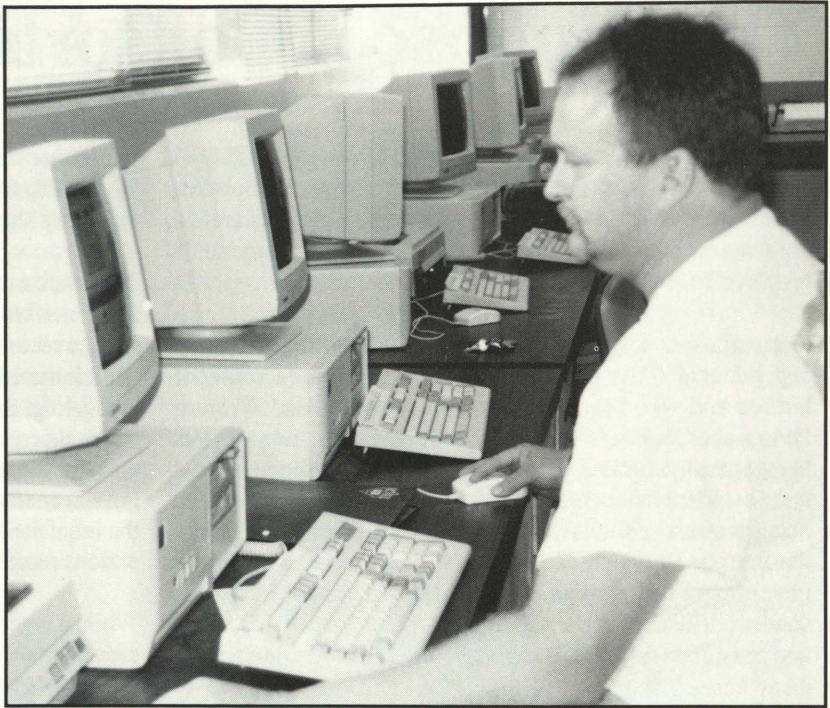
Lianne Rick and William Fogg (far left and far right) help prepare the Lincoln School for another school year with their SYETP supervisors.

Penobscot Consortium SDA JTPA Title II-A Performance Outcomes

	Standard	Actual	% Change
Adult Follow-Up Employment Rate	63.15%	60.30%	-4.5%
Adult Follow-Up Weekly Earnings	\$225.13	\$244.97	8.8%
Follow-Up Welfare Employment Rate	55.51%	50.00%	-9.9%
Follow-Up Welfare Weekly Earnings	\$207.39	\$206.57	-0.4%
Youth Entered Employment Rate	54.65%	72.30%	32.3%
Youth Employability Enhancement Rate	25.40%	38.50%	51.6%

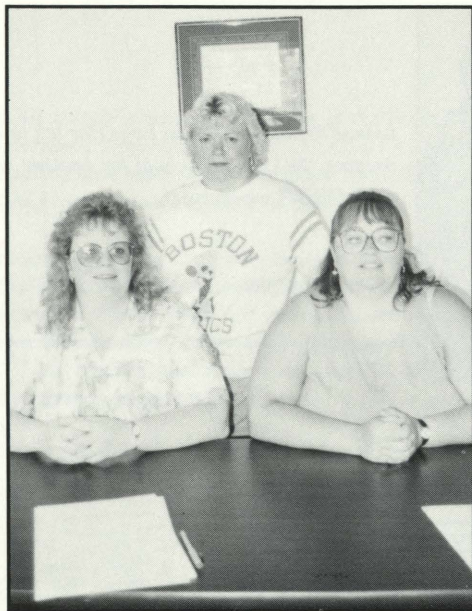


Sheryl Briggs was permanently laid off from a mill in Rumford. After being forced to sell her home in order to make ends meet, Sheryl enrolled in the Rumford Mountain Valley Training office. A recent Court Reporting graduate from Mid-State College, she is confident that her training will provide her with greater employment opportunities in the area and allow her to regain financial security for her family.

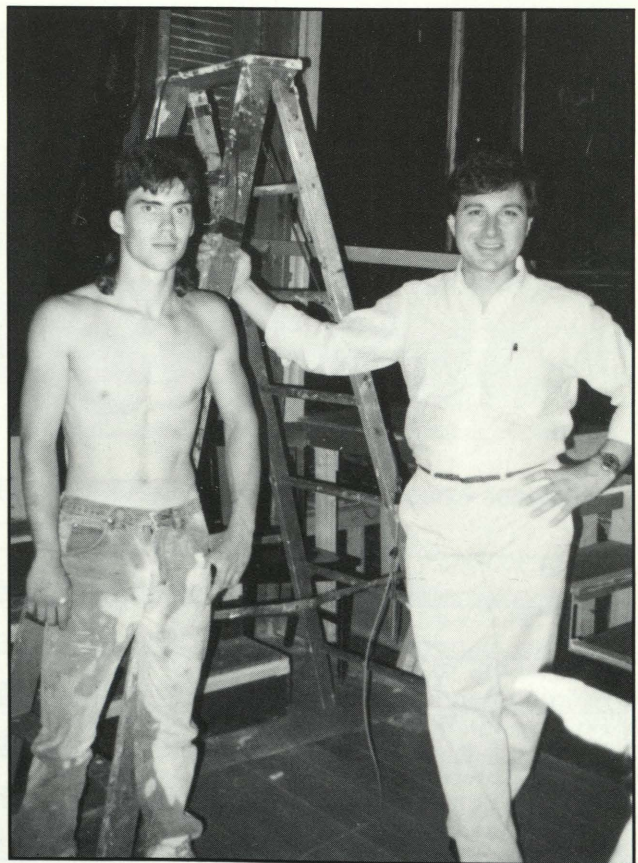


A York County Jobs Training Office client refining his computer skills at Southern Maine Technical College.

Arden Downing, a Summer Youth Program participant, is adding the finishing touches backstage for Penobscot Theatre's latest production. Here, he is photographed with his supervisor, Mark Torres.



Diane Dyndiuk, Holly McGraw, and Betty Gorczyca (right to left) are participants in the Family Self-Sufficiency program in Ellsworth. The program is a collaborative effort between the Department of Housing and Urban Development, Training Development Corporation, and the Department of Human Services. They are enrolled in Business, Medical Secretary, and Social Service courses at Beal College and University of Maine at Augusta.





Mountain Valley Training staff of the 12-County SDA at their local office in Lewiston.

Summer Program participant, Latesha Brooks and her supervisor, Gail Stuart, at Lewiston's United Way. Latesha's work experience here has helped her gain clerical skills.



Douglass Barnes, a client of Coastal Economic Development in Rockland, is receiving Try-Out Employment. He has combined work experience with classroom training in electronics at Midcoast School of Technology.



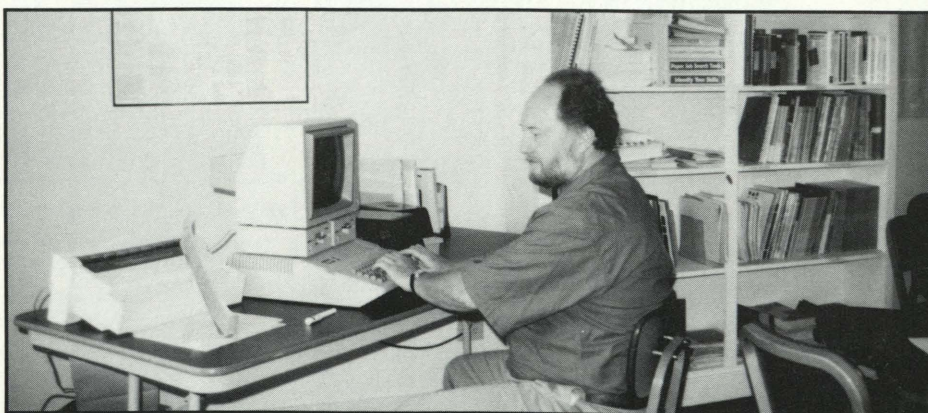
Margaret Chism (top right), Director of Parks and Recreation in Lewiston, relies heavily on her Summer Youth workers. Nghi Uduong, Thomas Hill, and Cora Dyer are working with Margaret in the Administrative office. They are photographed with their Job Coach, Mary Sylvain (bottom).

Sue Nye, a Mountain Valley Training participant, takes OJT as a Video Technician at Video Services Unlimited in Lewiston while continuing her education in video production at Central Maine Technical College and University of Southern Maine.



The Coastal Economic Development staff of the 12 County SDA outside their office in Rockland.

Larry Chapman, forced to make a career change due to a work injury, is learning general clerical and computer skills training in MS-DOS, wordprocessing, spreadsheets, and data-entry through the Rockland office.





Debra Bolduc receives OJT in electronics at a Lewiston company. This field is classified as a nontraditional occupation for women.



Summer Youth participants with their supervisor (left) at their Maine Conservation Corps worksite.



A range of related services are provided in this Rumford building. It contains the Division of Unemployment Compensation, the Maine Job Service, and job training service deliverer Mountain Valley Training. Seen here are Ray Potvin, MVT; Paul Gilbert, Job Service; and Roger Whitehouse, UC.

Jobs for Maine's Graduates (JMG)

Susan Shows, Executive Director
Jobs for Maine's Graduates (JMG)
209 Maine Street
Suite 200
Farmingdale, ME 04344
1-800-622-8755
(207) 582-0924

Maine Youth Apprenticeship Program

Susan Brown, Director
William H. Cassidy, Director of Research and
Curriculum
Center for Youth Apprenticeship
Southern Maine Technical College
Fort Road
South Portland, ME 04106
(207) 767-5210

Women Unlimited

Dale McCormick, Executive Director
Women Unlimited
280 State Street
Augusta, ME 04330
1-800-281-5259
(207) 623-7576

ASPIRE/JOBS Program Offices

Barbara J. Van Burgel, ASPIRE/JOBS
Family Services Program Manager/Coordinator
ASPIRE/JOBS Central Office
State House Station #11
Whitten Road
Augusta, ME 04333
1-800-442-6003
(207) 287-2638

Tomie McLean, ASPIRE/JOBS Supervisor
Portland ASPIRE Office
509 Forest Avenue
Portland, ME 04101
1-800-482-7520
(207) 774-4581

Lillian O'Brien, ASPIRE/JOBS Supervisor
Lewiston ASPIRE Office
305 Park Street
Lewiston, ME 04240
1-800-482-7517
(207) 795-4300

Greg DeWitt, ASPIRE/JOBS Supervisor
Augusta ASPIRE Office
397 Water Street
Gardiner, ME 04345
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(207) 624-8700

David MacDonald, ASPIRE/JOBS Supervisor
Bangor ASPIRE Office
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Bangor, ME 04401
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(207) 947-0511

Gerald McCarthy, Regional Manager
Glyn Lovely, ASPIRE/JOBS Supervisor
Houlton ASPIRE Office
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Houlton, ME 04730
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(207) 532-5000

Glyn Lovely, ASPIRE/JOBS Supervisor
Caribou ASPIRE Office
RR #2, Box 8700
Caribou, ME 04736
1-800-432-7366
(207) 498-8151

Bureau of Employment and Training Programs

Bureau of Employment and Training Programs
Department of Labor
State House Station #55
Hospital Street
Augusta, Maine 04333
(207) 287-3376

Mary Lou Dyer
Executive Director

Tim McLellan
Director for Administration

Linda Smith
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